

# **Health Workforce Diversity Network Enumeration Workgroup**

## **Meeting Notes**

**May 7, 2002**

Present: Gloria Rodriguez, Vince Schueler, Pam Hayes, Sue Skillman, Marianne Seifert

### 1. Review of health workforce enumeration already being done:

#### A. Public Health Improvement Plan (PHIP) enumeration project (Gloria Rodriguez, Vince Schueler, Janice Taylor, Jack Thompson, others)

Questions being decided by PHIP group re how to enumerate the public health workforce:

- by job title or by function?
- those working at health departments?
- those who contract with health departments?
- what information to collect
  - looking at other state's templates (example: New Jersey or New York's questions re enumerating local health departments were too long)
  - identifying short list of information, demographics, etc.
- Not sure of how to fund, or of timeline. Attempts made to link with bioterrorism-funded projects. Sue Skillman reported that HRSA has funded a contract to "identify the public health workforce" nationally, to be led by the New York Center for Health Workforce Studies.

#### B. Rural Tracking System Pilot Project:

- partners include the Department of Health, UW Center for Health Workforce Studies, AHEC at WSU Spokane, WWAHEC, Kittitas County Health Department, Washington Health Foundation and CHOICE Regional Foundation
- started as rural pilot project to enumerate providers, due to need for tool to access health information for referrals
- is 80-90% done, Eastern WA is moving quickly, Western WA is slower -- Mason County should be done by June.
- Partial data for some rural areas by fall (pilot data that needs testing and clean-up)
- Whatcom County Health Dept. is looking at using DOH tool for enumerating their workforce
- Race and ethnicity data collected: White, Hispanic, African-American, Asian broken down into multiple categories
- Steps needed: tool development: piloting, clean-up, IT and management support, another round of testing

There are many reasons to enumerate the health workforce. A core registry of the health workforce will:

- Provide information integral to working on health disparities
- Improve the states ability to respond to emergency situations
- Help us measure progress on increasing diversity, reducing provider shortages and help plan for the future

The enumeration subcommittee makes the following assumptions:

- Enumeration work must happen at both the local and state level
- Self-report is necessary for collecting accurate race and ethnicity data
- Enumeration data needs to be applicable to health workforce disparity issues
- Data elements, collection, storage, maintenance, and accessibility need to be considered
- Resource issues will be an issue for agencies involved in enumeration
- Emergency preparedness efforts present a strategic opportunity for understanding the practice locations, specialty, language and cultural competency of the health workforce for communication and community mobilization.

Other workforce enumeration efforts:

- ◆ DOH will have a cross-program data task force; it's first meeting will be in June, and they plan to have a report in December.
- ◆ The Workforce Training and Education Coordinating Board is pulling together a statewide health workforce task force that will report to the legislature in December.
- ◆ UW Center for Health Workforce Studies (Sue Skillman and Gary Hart) received congressional appropriation to collect and analyze health workforce data
  - in WA beginning this fall,
  - will build model tools, and will disseminate the information collected
  - will focus on information from health professionals, health employers/institutions and the educational systems

Questions exist regarding how to set up a data collection system, link data collection, and avoid duplication of data collection. Needed: identification of core data, gathered by one organization

Vince Schueler handed out DOH "Guidelines for using Racial and Ethnic Groups in Data Analyses" -- for next meeting workgroup will go over guidelines and identify who else should provide recommendations re guidelines.

Link to guidelines: <http://www.doh.wa.gov/Data/Guidelines/Raceguide.htm>

## 2. Which professions to enumerate?

Questions were raised re whether or not to prioritize groups to enumerate based on their impact on access and reducing health disparities?

The list of professions in the State Board of Health report on health disparities were reviewed. The subcommittee recommended adding some groups to the list:

Agreement on enumerating:

- Physicians
- Physician Assistants
- Nurses: ARNP, RN, LPN, CNM (licensed)
- Dentists
- Dental Hygienists
- Pharmacists

Also Discussed:

Mental Health Workers (Psychologists, MSW, MFT) will be discussed next meeting  
- Laura-Mae Baldwin is working on defining this group  
Public Health Nurses and Environmental Health Workers will be enumerated by PHIP  
Health Educators also enumerated by PHIP? most difficult group to enumerate  
- save for possible future discussion  
EMTs race and ethnicity data collected by Fire Department?  
Interpreters (Certified Medical) language and race & ethnicity data collected by DSHS,  
updated quarterly  
Medical assistants, CNAs not licensed, difficult to enumerate, more likely to be bilingual  
Long-term care workforce - additional workers?

**The HWDN enumeration workgroup recommendations:**

- 1. Work with Department of Health on the possibility of collecting race/ethnicity data through the licensing process.**
- 2. Work with the professions to get their support for enumeration efforts.**
- 3. Ensure that data is accessible and useful in addressing the professions, educational institutions and other agencies' needs.**
- 4. Encourage the use of self-report and race/ethnicity categories in data collection that are as meaningful and as comparable to other data collection systems as possible. The HWDN enumeration workgroup will identify common race/ethnicity categories and data collection methods.**
- 5. Other efforts to enumerate the health workforce should include collecting race and ethnicity data.**
- 6. Enumeration of other health professions, who are not licensed, should be prioritized based on their impact on access and health disparities**

**The HWDN enumeration workgroup acknowledges and is collaborating with the PHIP's enumeration of the public health workforce.**

Next meeting:

1. Review DOH "Guidelines for using Racial and Ethnic Groups in Data Analyses"  
Link: <http://www.doh.wa.gov/Data/Guidelines/Raceguide.htm>
2. Identify who else might want to provide input on DOH Racial and Ethnic Groups in Data Analysis guidelines.
3. Discuss mental health professions' membership (Sue Skillman will ask Laura-Mae Baldwin to share her work with enumeration workgroup)
4. Identify others to work on subcommittee's recommendations
5. Discuss/identify how data on health professions that are not licensed should be gathered (through professional associations?).
6. Vince Schueler will follow up to see if EMTs' race and ethnicity data is collected.

Enumeration workgroup asked Marianne to forward Serena's email re "Show me the money" group's conference call schedule.

Workgroup will communicate via emails and a conference call, if needed.